



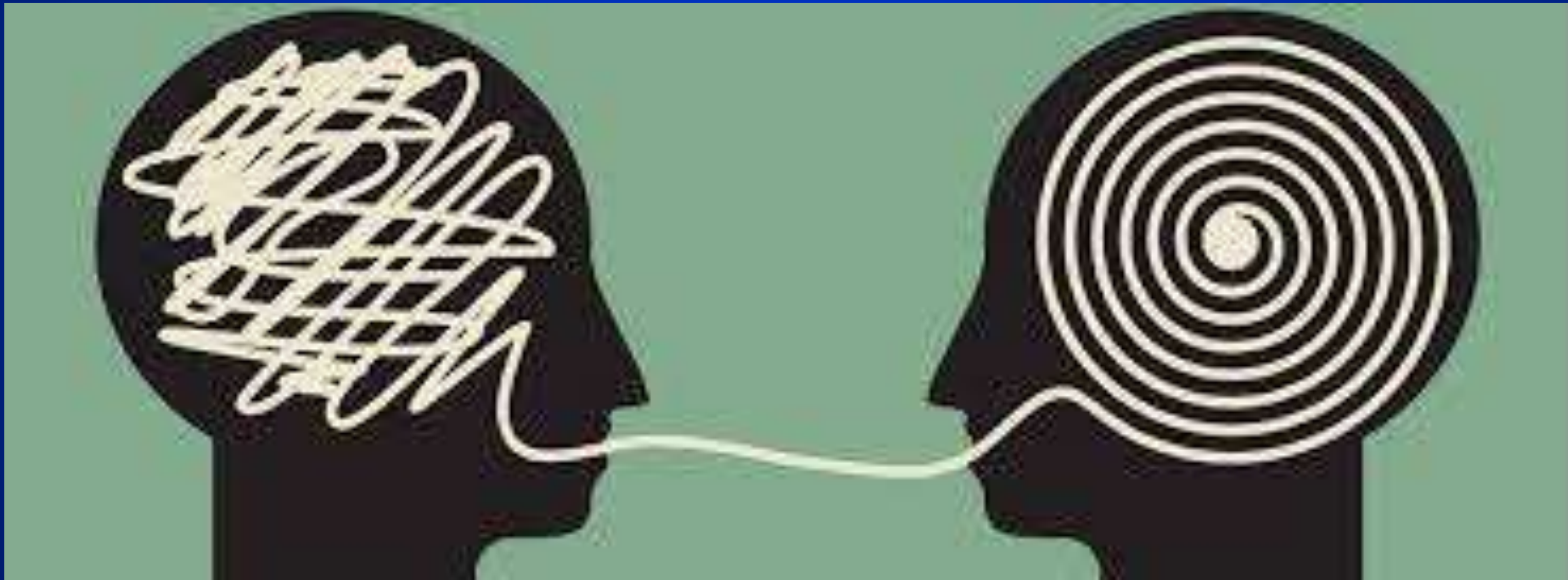
**Attract Grow Retain**

**Be Talent Irresistible**



**Where business comes to life**

**Are we really speaking the  
same language ?**



# What do these words mean to talent of the future world of work

Employment

Manager

Stability



A top-down view of a workspace. On the right, a person's hands are typing on a silver laptop keyboard. To the left of the laptop is a white coffee cup with a latte. Further left is a black smartphone. In the bottom left, there are some papers with handwritten notes and a small blue tag.

# **The World of Work is Changing...**

**Employers now have to convince employees why they should work for them**

A large, dark, billowing mushroom cloud from a nuclear explosion, rising from a flat, sandy landscape under a cloudy sky. The cloud has a thick, dark stem and a large, rounded, dark top. The background shows a horizon line with some distant structures and a body of water.

The next war that the world  
will face will not be because  
of religion, politics or  
for talent  
resources

## Predicted shortage of talent by 2020, millions

### High-skill workers



Advanced economies  
(Europe, United States)



China

### Medium-skill workers



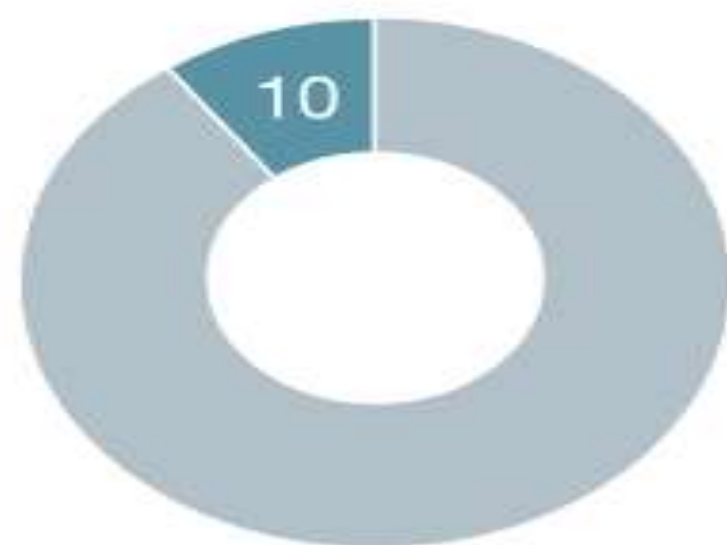
India



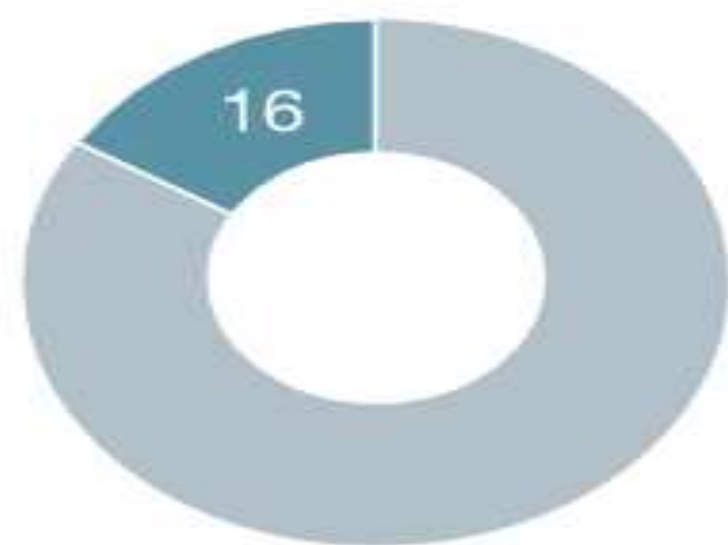
Sub-Saharan Africa  
and South Asia

## Predicted shortage of talent by 2020, % of total demand

### High-skill workers

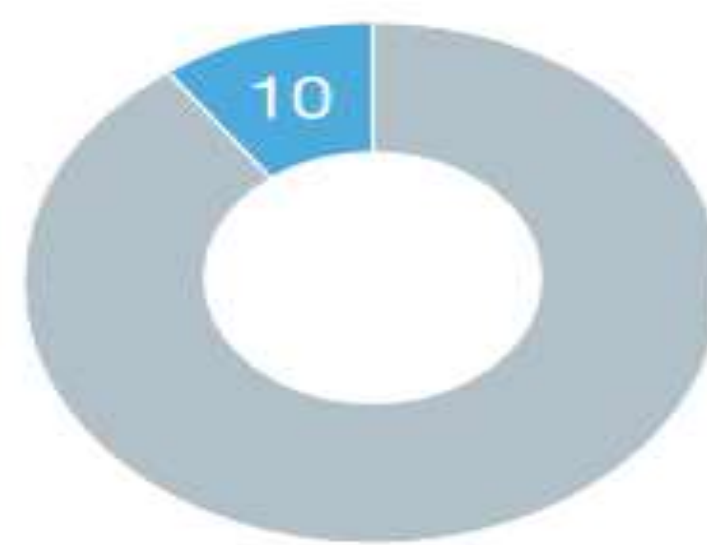


Advanced economies  
(Europe, United States)

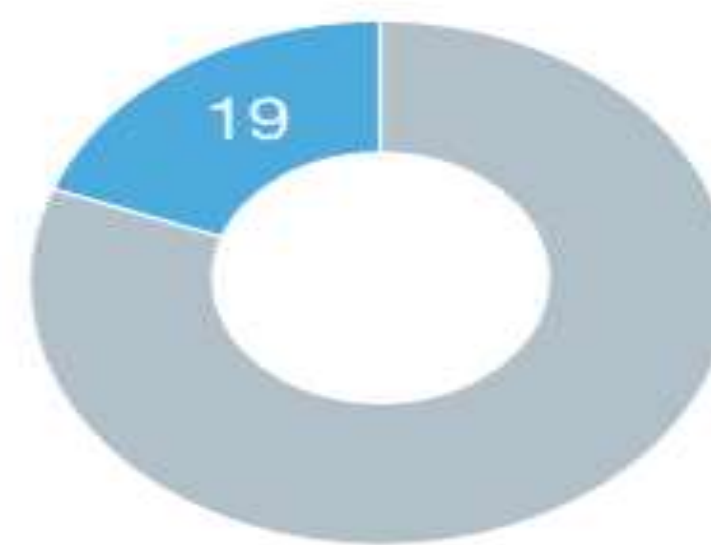


China

### Medium-skill workers



India

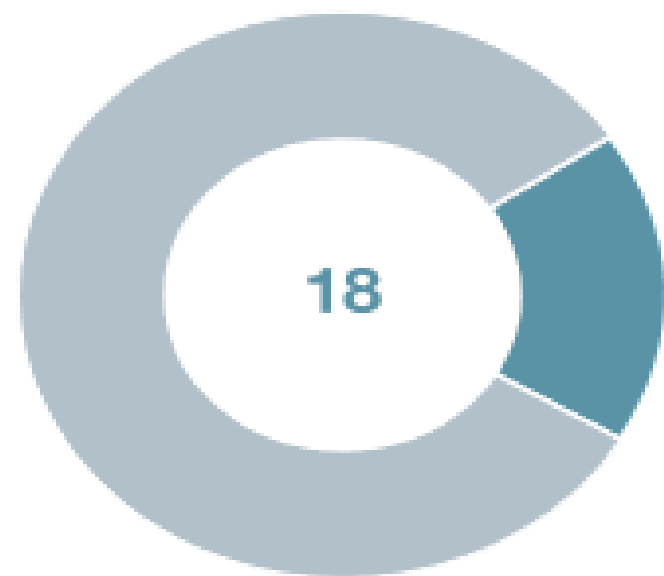


Sub-Saharan Africa  
and South Asia

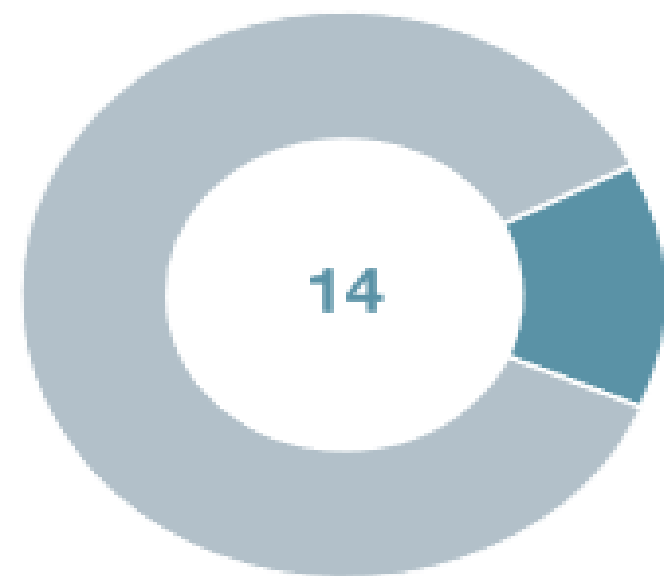
A whopping 82 percent of Fortune 500 executives don't believe that their companies recruit highly talented people.

% of Fortune 500 executives who agree that their organizations ...

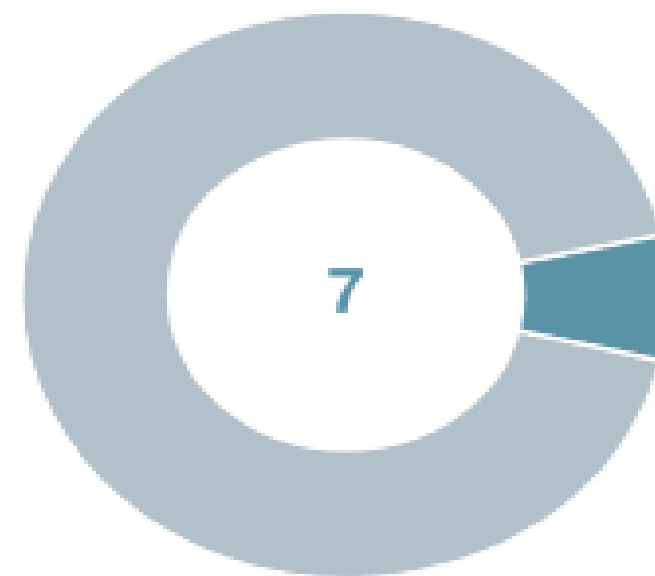
... recruit highly talented people



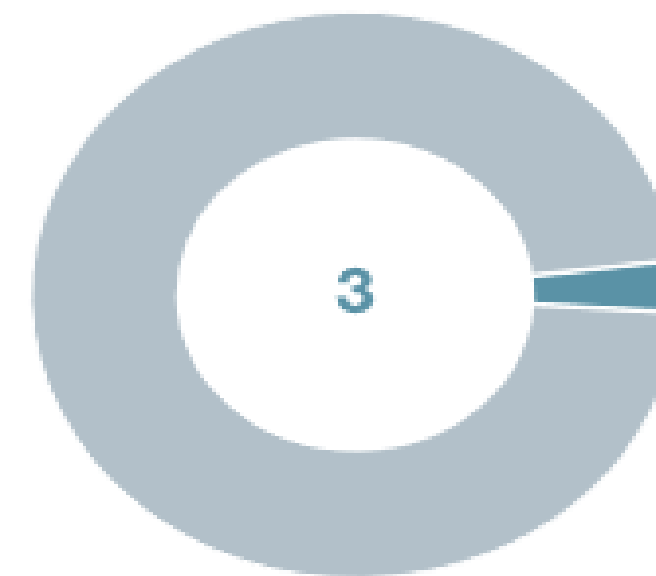
... know who are high and low performers



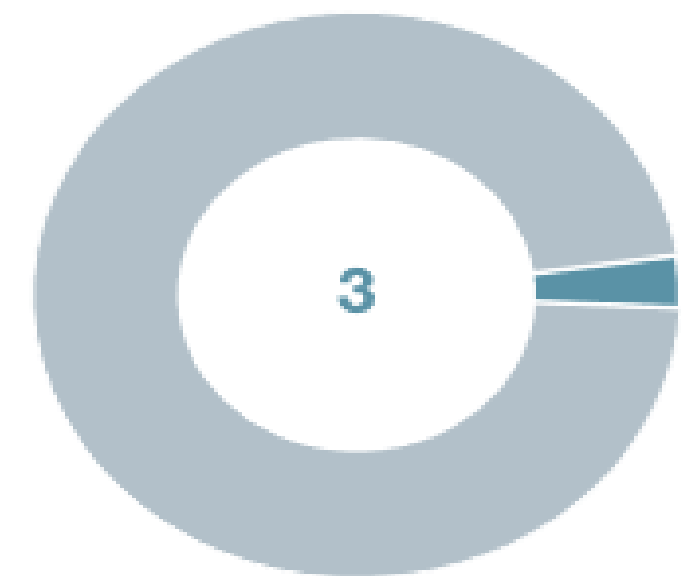
... retain high performers



... develop people quickly and effectively



... quickly remove low performers



# Engagement levels across the world

- Only 13% of employees working for organisations worldwide are engaged
- In the UK, only 33% of employees are actively engaged.
- In the United States, the picture is similar: just 30% of workers are actively engaged
- In South Africa, the Gallup survey produced alarming findings: only 9% of the workforce is actively engaged.
- Of the disengaged, 45 per cent were actively disengaged, meaning that they were very negative about their job and work environment, and likely to spread that negativity to co-workers.
- Only the most highly educated South Africans, and those in professional job categories, reported balanced levels of engagement (i.e. about 50% engaged and the other 50% disengaged).
- Gallup's survey revealed that fewer than 20 per cent of South Africans feel that their opinions count at work, or that their supervisors encourage their development.

# Attract Grow Retain

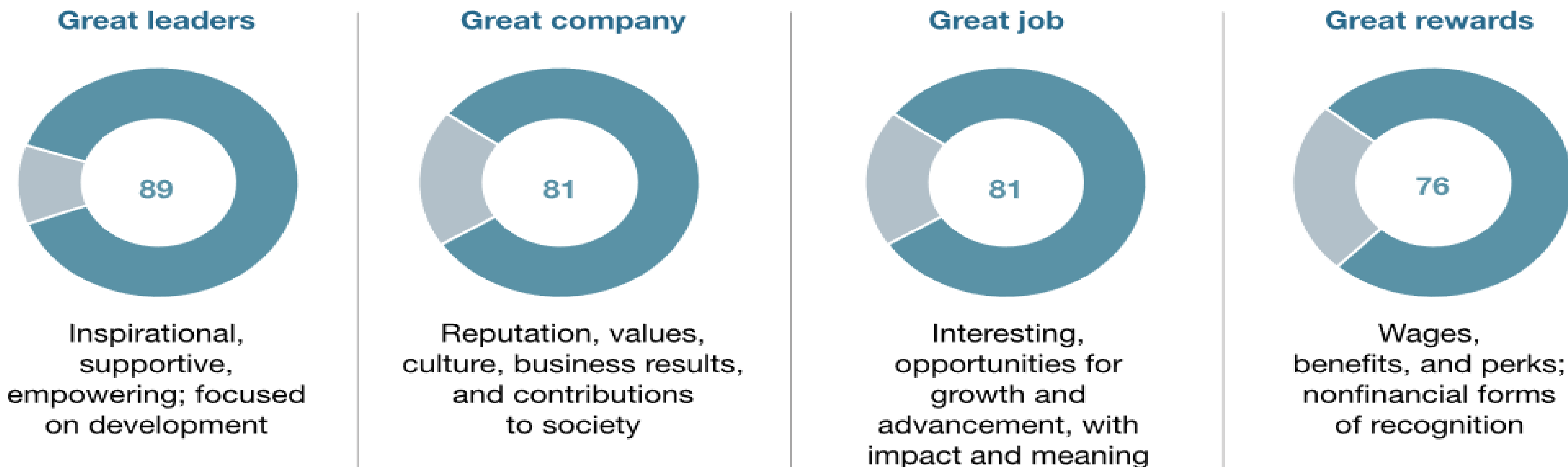


Where business comes to life



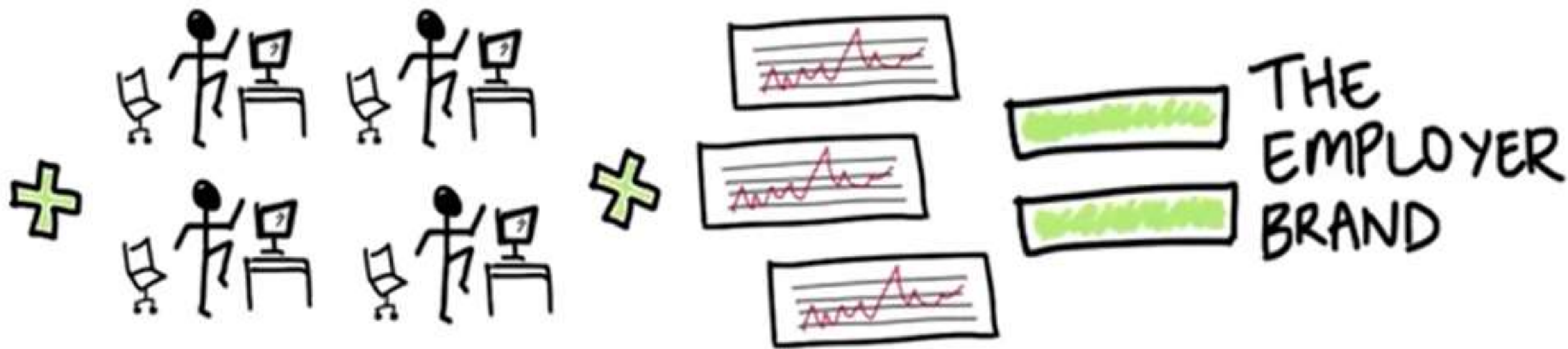
One of the four elements most valued by top talent should be a source of distinctiveness.

% of employees satisfied when their companies deliver



# How do we change this - Attract

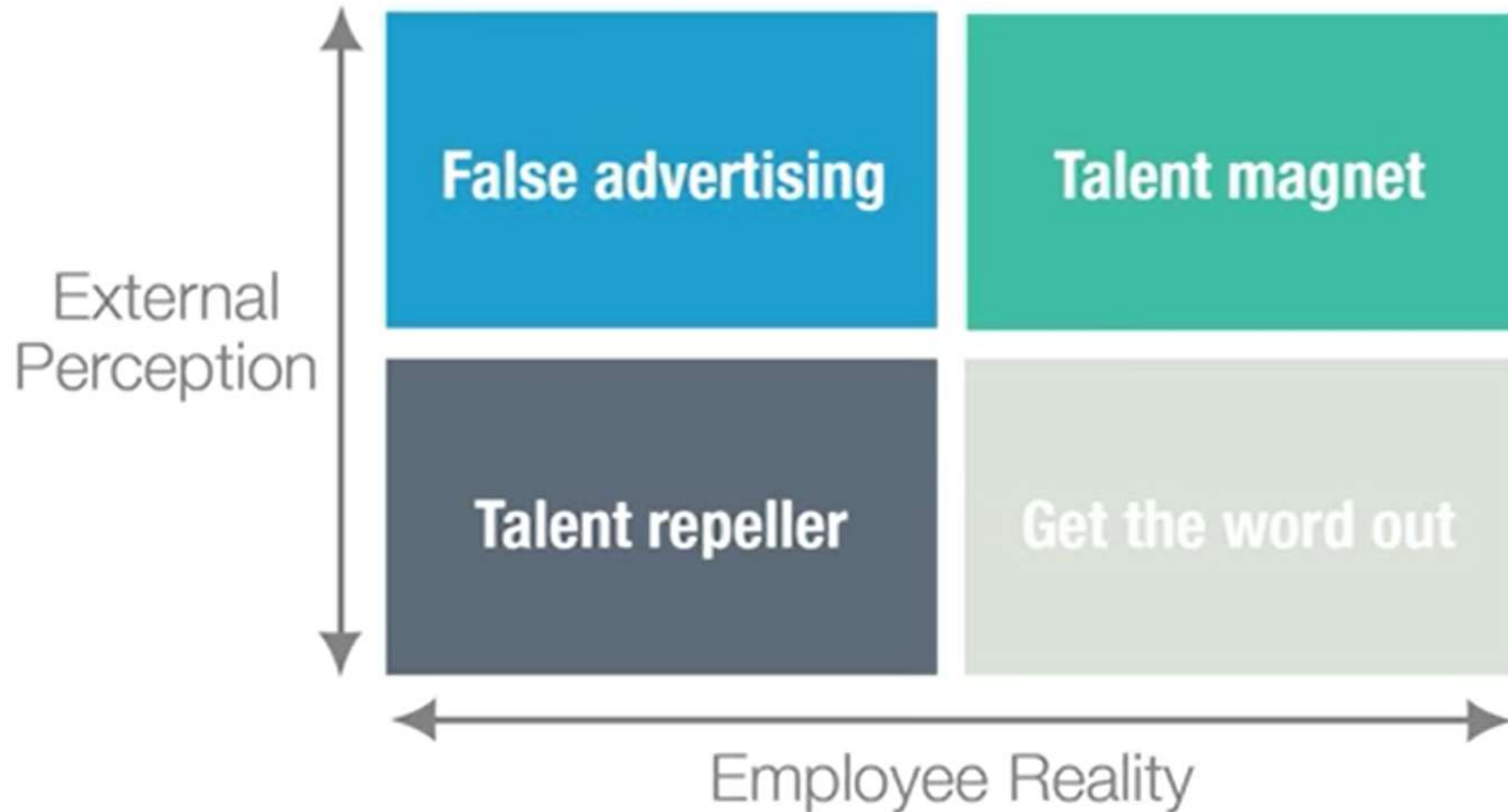




# Measure the perceptions of your external brand

Where does your organization sit?

Overall as an employer... and for specific roles/ types of employee?



Johnson & Johnson



Offer the experience ✓

Reinforce values ✓

Be awesome ✓✓✓



# How do we change this - Retain



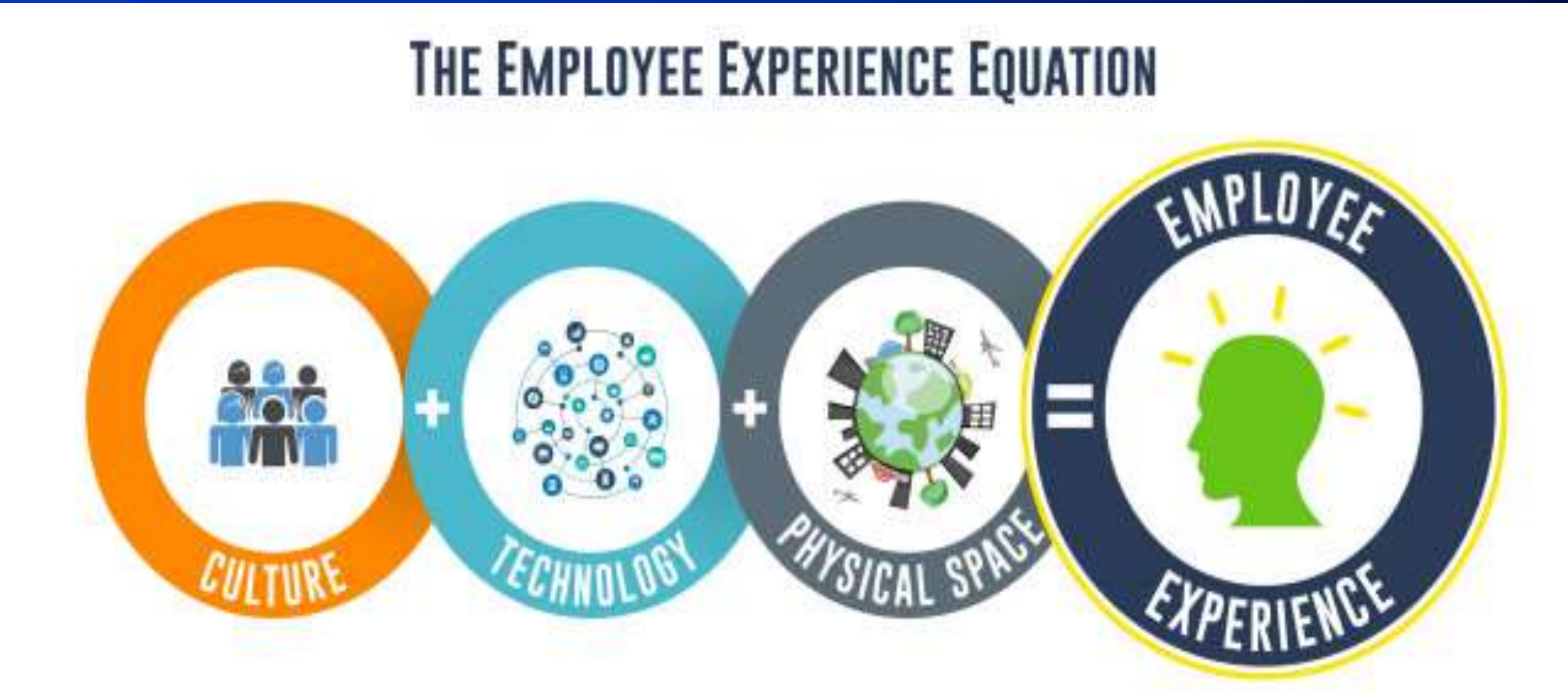
*Happy employees = Happy customers*

Invest in employee experience

Culture – how they feel

Tech – tools and resources

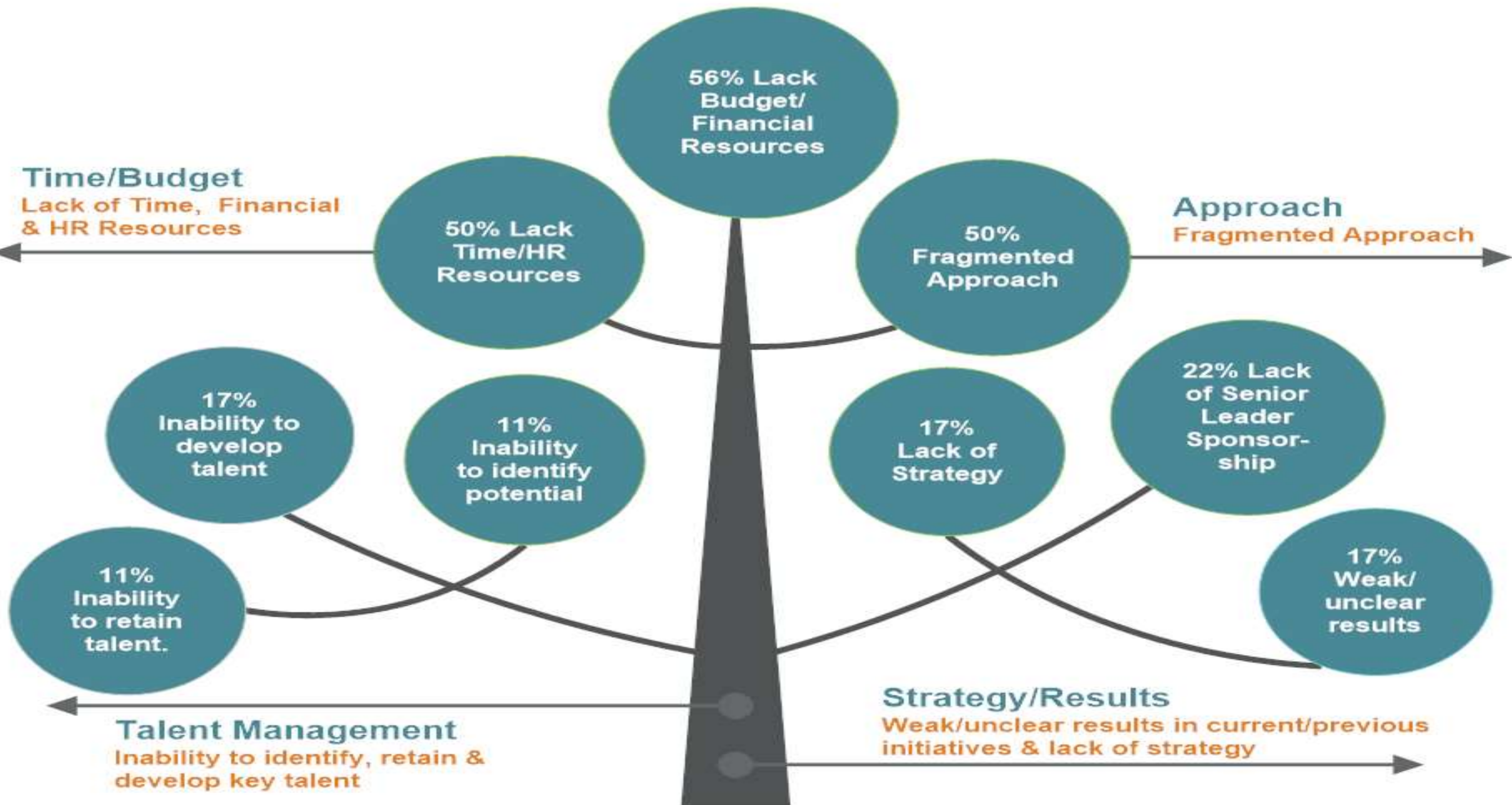
Physical Space – where do they work





**How do we change this - Grow**

# What are the key challenges in developing leaders in your organization?



# How do we change this - Grow

## Peter Senge – Learning Organisation

**Personal Mastery:** managers empower employees and allow them to create and explore.

**Mental Models:** challenge employees to find new, better methods to perform a task.

**Team Learning:** is more important than individual learning since most decisions are made in groups.

**Build a Shared Vision:** a people share a common mental model of the firm to evaluate opportunities.

**Systems Thinking:** know that actions in one area of the firm impacts all others.

Mentoring

Coaching

Action  
Learning

Rotations

Informal



“When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.” - Simon Sinek

By working to achieve this – we are on our way to becoming Talent  
Irresistible

THANK YOU !



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